

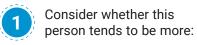
#### MILEY

### Interaction Guide



#### **PEOPLE READING**

Think about someone you work with.





Then, consider whether this person also tends to be more:





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Now, combine this person's tendencies to determine their DiSC® style.

# DOMINANCE Fast-paced & Outspoken Questioning & Skeptical CONSCIENTIOUSNESS Cautious & Reflective Questioning & Skeptical CONSCIENTIOUSNESS Cautious & Reflective Accepting & Warm

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**Dominance** influence

#### **WORKING EFFECTIVELY WITH THE D STYLE**

#### When Trying to Connect

- Make efficient use of time
- · Focus on the topic at hand and avoid going off on tangents
- · Expect candor

#### When Problems Need to Be Solved

- Be aware that they respond well to bold or daring ideas
- Avoid suggesting unrealistically positive scenarios
- Focus on the big picture and avoid overanalysis

#### When Things Get Tense

- Address issues quickly and directly
- · Resist the urge to give in to their demands just to regain harmony
- Avoid taking bluntness personally

## ENTHUSIASA COLLABORATION CHALLENGE ACCURACY.

STABILITY.

ACTION

#### **WORKING EFFECTIVELY WITH THE C STYLE**

#### When Trying to Connect

- · Talk to them about the objective, fact-based aspects of ideas and projects
- Avoid pressuring them for an immediate decision
- · Expect skepticism

#### When Problems Need to Be Solved

- · Allow them time for careful analysis
- · Show appreciation for their logic
- Don't let them get bogged down in the details

#### When Things Get Tense

- · Support your opinions with logic and facts
- · Give them space to process the situation before confronting the issues
- · Avoid using forceful or emotional tactics

#### **WORKING EFFECTIVELY WITH THE I STYLE**

#### When Trying to Connect

- Be open to collaboration
- Recognize the value of their energy and enthusiasm
- Find ways to recognize them so they feel well-liked and appreciated

#### When Problems Need to Be Solved

- Remain optimistic while considering all potential issues
- Show them that you're open to creative solutions
- Expect spontaneity

#### When Things Get Tense

- Avoid personal attacks that could escalate the conflict
- Acknowledge the importance of their feelings
- · Let them know that your relationship is still solid despite your differences

#### **WORKING EFFECTIVELY WITH THE S STYLE**

#### When Trying to Connect

- Show warmth and concern for their feelings
- Offer your point of view, but take an easygoing approach
- · Work collaboratively with them

#### When Problems Need to Be Solved

- Respect their cautious pace
- · Consider other people's feelings when making decisions
- · Set a timeline that fits everyone's needs

#### When Things Get Tense

- · Address the situation directly without being confrontational
- · Avoid forceful tactics or dismissing the conflict completely
- Show that you sincerely care about resolving the issues